

**DETROIT PUBLIC MEDIA
DIVERSITY ANNUAL REPORT
2024
October 1, 2023-September 30, 2024**

Founded in 1953, Detroit Public Media (DPM), d/b/a Detroit PBS, WTVS, is a non-commercial, viewer-supported public television station licensed to the Detroit Public Media. DPM operates five broadcast channels – 56.1; 56.2 Detroit PBS Kids; 56.3 Create; 56.4 World; and 56.5 Michigan Learning Channel. DPM also manages WRCJ 90.9-FM, a non-commercial, listener supported radio station licensed to Detroit Classical & Jazz Educational Radio LLC.

Detroit PBS is Michigan’s largest and most watched television station serving Southeastern Michigan, the most diverse public television audience in the country. Detroit PBS is also the state’s only community-licensed station, meaning it operates independent of any educational, government or other institution. Its funding comes from the community it serves.

Each week more than two million people watch our five broadcast channels, in addition, nearly 200,000 people listen to our radio station, WRCJ 90.9 FM for classical days and jazzy nights. In addition, Detroit PBS is building the next generation of public media with our rapidly growing digital presence that has grown to reach more than half a million unique visitors through our website, YouTube channels and social media platforms each month.

Our key values: Diversity, Engagement, Trust, Innovation, Excellence, and Financial Sustainability, are evident in everything we do from the engaging content we provide, to the way we work with viewers, supporters, board members and employees to the local events we host connecting Detroit PBS with thousands of our fellow community members each year.

Our Mission

Detroit PBS provides open access to trusted, balanced, and inspiring content and fosters essential, enriching conversations, in partnership with our diverse multi-cultural community.

Our Mission is to educate, engage, entertain, and inspire through the power of public media.

Diversity Statement

Detroit PBS and WRCJ are committed to diversity and inclusion in our workplaces and in all aspects of our organizations through programming, community relationships and engagement, governance, and organizational culture. We value the unique ideas, perspectives, and contributions of our staff, board, volunteers, partners and the communities we serve. We embrace the creativity and innovation that result when individuals from a multitude of cultural and life experiences and communities come together.

Diversity Definition

Diversity is the quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; veteran status, work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture—and more.

Inclusion Definition

An inclusive environment is one that is diverse and fosters a culture of respect, openness, learning, integrity, and honesty for all individuals. Inclusion requires a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organization.

Detroit Public Media is committed to diversity in its workforce, management, board of trustees, and other advisors in overseeing and carrying out its broadcast responsibilities. Following is a list of achievements and activities of DPM's efforts to meet its diversity goals and objectives.

Programming

Detroit Public Media (DPM) continued its goals to expand its offerings of new, diverse programming through more community outreach and local program productions this past year.

Arts & Culture

Detroit Performs Live From Marygrove: Detroit Performs launched a new season of weekly shows in October 2023. Throughout the year, Detroit PBS broadcast 10 episodes featuring a diverse range of Detroit's top talents across various disciplines—music, dance, spoken word, and theater—on the historic Marygrove stage. Hosted by Satori Shakoor, each episode not only showcased performances but also offered in-depth interviews with the artists, highlighting their creative processes, cultural backgrounds, and contributions to Detroit's thriving arts scene. This program reflects Detroit PBS's commitment to uplifting local voices and creating a platform for underrepresented artists.

Sphinx Finals Concert: The Sphinx Finals Concert, broadcast by Detroit PBS, continues to serve as a powerful showcase for Black and Latino classical musicians. This annual competition celebrates emerging talent in classical music, providing them with a national platform to display their skills. Alongside the concert, Detroit PBS offered access to the virtual Sphinx Conference, which brings together musicians, educators, and industry leaders to address diversity in the arts. The event embodies Detroit PBS's mission to amplify diverse voices and foster equitable opportunities in classical music and the broader cultural community.

One Detroit Weekend Segments:

Quickly becoming one of our most popular segments, "One Detroit Weekend" continued for a second year. A new segment every week features One Detroit contributors and 90.9 WRCJ Radio hosts, Peter Whorf, Cecelia Sharpe, and Dave Wagner, sharing about the wide variety of arts and culture events going on in and around the city that the Metro Detroit audience can partake in.

PBS Books:

PBS Books continued to showcase its commitment to diverse voices through its weekly programming and affinity organization partnerships. PBS Books produced more than ninety programs of which more than 65% of the programming highlighted authors and filmmakers from historically marginalized communities. Of the programming that PBS Books curated from partners and shared more than 80% represented diverse voices.

Marking their ninth collaboration with the Library of Congress National Book Festival, PBS Books is producing a diverse series of interviews with the 2024 festival's featured authors, poets and artists, all focused on the festival's theme, "Books Build Us Up". Interviews are featured across multiple streaming platforms by PBS Books in partnership with PBS stations across the country. For this project, five of the eight authors featured in the PBS Books virtual conversation represent diverse authors.

In 2024, PBS Books produced the multi-episode series in partnership with the Institute of Museum and Library Sciences: 'Visions of America: All Stories, All People, All Places,' that celebrated the rich tapestry of our diverse nation. This multi-media series explored the stories, people, and places that have contributed to America today. The series focuses on lesser-known stories, ensuring that we share stories about important Americans that may have been overlooked.

Live Streaming Services: Detroit PBS regularly provides streaming services to connect events and conversations with larger audiences. FY2024 included coverage of events such as PBS Books Author Talks (Booklist Reader, Masterpiece, Institute of Museum and Library Services, Library of Congress, Contemporary American Author Lecture Series at Marygrove Conservancy featuring Tracy K. Smith, etc.), GOSPEL hosted by Henry Louis Gates Jr., Kresge 100th Celebration with special appearance by former President the Hon. Barack Obama, American Muslims Pathways, and more.

Public Screenings: University of Michigan Ford School of Public Policy: Detroit PBS and PBS Books partnered with one of the nation's premier public affairs colleges on a series of important talks and panels from leading authorities on policy, social justice, diversity and economic equity. The events were conducted live on the U-M campus and also presented digitally for those who could not attend in person. Among the featured guests were Dean Celeste Watkins-Hayes, Mayor Steven Reed and Dr. Earl Lewis.

University of Michigan Wallace House Center for Journalists. Detroit PBS and PBS Books collaborated with the Wallace House to present conversations, both in person and digitally, with knowledgeable figures in journalism and public policy, including Mary Bara, Martin Baron, Kara Swisher and the filmmakers who produced the Oscar-winning documentary, "20 Days in Mariupol."

University of Michigan Office of Multicultural Academic Initiatives: Detroit PBS and PBS Books collaborated with this university-wide initiative to create and foster a culturally diverse campus community, partnering on its MLK Day keynote speaker, Loretta Ross, and its Juneteenth keynote speaker, Michelle Alexander. Both events were presented in person and digitally.

University Penny Stamps Speakers Series: Detroit PBS and PBS Books continued its long-standing partnership with the nationally recognized program of presentations by artists and cultural leaders. Speakers this year included Theaster Gates, Machine Dazzle, Shantell Martin and John Maeda.

Arab American National Museum: Detroit PBS partnered with the Arab American National Museum on a live panel discussion focusing on the history of Muslim Americans in Metro Detroit. Participants included representatives of the Arab, African American and Bangladeshi Muslim communities. U-M Dearborn Professor Sally Howes presented a talk on the first purpose-built Mosque in America, which was located in Highland Park, Michigan.

WRCJ

WRCJ 90.9-FM amplifies the arts, educates listeners, and provides access to the world of classical and jazz music and local arts organizations through a robust multi-platform programming strategy that serves classical and jazz lovers in metro Detroit through on-air broadcasts, digital content, and family-friendly community engagement events.

Classical Days' On-air Programming: Weekdays from 5am to 7pm

- 6a-10a "The Morning Show" with *Dave Wagner*
- 10a-3p "Midday Music" with Peter Whorf
- 3p-7p "Dr. Dave's Drive-Time Elixir" with Dave Wagner

'Jazzy Nights' On-air Programming: Weeknights from 7pm to 5am

- Fri 7p-11p "Maxology" with *Maxine Michaels*
- Sat 7p-10p "JazzFest Detroit" with *John Penney*
- Sun 7p-9p "The Swing Set" with *Linda Yohn*

Live with C Sharp: Cecelia Sharp's monthly music and interview show showcases local professional and student musicians, plus conversations with education and community leaders on topics of Detroit history, social justice and DEI arts initiatives in our region.

Promotion of Local Concerts and Events: WRCJ-FM provides airtime and interviews to promote local arts organizations and artists. The station further promotes the arts community through the website, detroitperforms.org.

Detroit PBS Partnership: WRCJ radio hosts provide original interview programming for Detroit PBS's One Detroit, promoting a wide array of local area music and cultural events. WRCJ also regularly promotes Detroit PBS/PBS arts, history and community issues shows such as One Detroit, American Black Journal, Under the Radar Michigan, Nova, Frontline, American Masters and Great Performances.

DSO Live Broadcast: This series returns to WRCJ in Fall, 2024, providing access to Detroit Symphony Orchestra (DSO) concerts live from Orchestra Hall in the 2024-25 season.

Detroit Opera Live Broadcasts: October 2024 heralds the next season of live broadcast performances of Detroit Opera from downtown Detroit.

Statewide Distribution of Live Concerts: WRCJ's broadcasts of live concerts by the Detroit Symphony Orchestra will air statewide in Fall 2024, in partnership with WKAR East Lansing, WMUK Kalamazoo and Interlochen Public Radio and K-Mozart, Los Angeles. WRCJ also features weekly broadcasts of Great Lakes Concerts, showcasing ensembles from cross the state.

Other Live and Recorded Concerts: WRCJ also broadcasts live operas with Detroit Opera and recorded concerts from the MSU College of Music, Ann Arbor Symphony Orchestra, Michigan Philharmonic, and The Detroit Symphony Youth Orchestra.

Kids & Education

PBS Kids Programming: The nation's #1 educational media brand, featuring curriculum-based multi-platform series across all five learning domains. PBS Kids is nearly always in the top 10 nationally most watched, free over-the-air channel broadcasting and streaming PBS' education children's programming 24 hours a day, 7 days a week. The channel is available in every household with a TV, smart phone, or internet access in the metro Detroit area. The channel has a weekly audience of **600,000 viewers**, many of whom are parents who co-view programs with their children. Another **212,000 users** view the channel's content online, either live or on-demand.

The Michigan Learning Channel: The Michigan Learning Channel delivers instructional content for PreK to 12th grade students across Michigan on a dedicated 24/7 channel airing on all six Michigan-based public television stations in order to provide supplemental educational content for students and families who lack reliable internet access. The content is aligned to Michigan's educational standards and is delivered by master teachers. The channel is available to nearly every home in Michigan and is currently viewed by approximately **100,000 people a week in over-the-air free broadcast**, as well as across streaming platforms and select mobile apps.

Michigan Learning Channel Professional Learning Workshops: The Michigan Learning Channel delivers professional learning to educators in K-12 classrooms. The content is aligned with Michigan's Educational Standards. Educators receive SCECH credit.

Michigan Learning Channel Summer Activity Books: The Michigan Learning Channel's curated summer activity books for early learners, elementary, and tweens. A resource that is aligned to Michigan's educational standards that families can utilize at home.

Read, Write, ROAR! Activity Books: An additional resource created by the Michigan Learning Channel team for families and educators to utilize amongst elementary students. Downloadable grade level activity books for activities that span both 1st and 2nd semesters. Books include two Read, Write, ROAR! sheets per week

plus additional PBS Kids activities. Preschoolers are encouraged to use the Early Learners booklet to get ready for kindergarten.

Advisory groups: Meet with community members and specialty groups to inform the work including parents, teens, mental health specialists, early childhood experts, superintendents and anyone else that can advise and inform on community needs and assets.

Parent and Family Literacy Cohorts: Collaborate with community partners to support families that we serve to bring Michigan Learning Channel programming to their homes. We offer trainings about how to use the resources and celebrate literacy with them. Activities and resources are provided to reinforce the learning taught from the programs.

Detroit PBS KIDS in the Neighborhood: Detroit PBS KIDS in the Neighborhood brings free resources and character appearances to community partner events and local small business locations.

Read, Write, ROAR! Literacy Project: The Read, Write, ROAR! Literacy Project is a new way for parents to help their young readers with ELA skills. Students receive a free activity book that follows along with hand-picked episodes of the Michigan Learning Channel show Read, Write, ROAR! that help students with critical subjects like word recognition, letter sounds, and more.

Be My Neighbor Day: Sponsored by PNC and Fred Rogers Productions, Detroit PBS KIDS hosted an event at Eastern Market that brought in 780 guests with free resources for families, activities, and a dance party with Daniel Tiger. We welcomed families from across Michigan, including 100 that arrived on 2 buses from Brightmoor and the Eastside of Detroit. Offering attendees the option to participate in one of two shows and receive free resources alongside over 50 partners. Families came to celebrate Back to School, Friendship and Community with each other.

Ready to Learn: Through a grant from the U.S. Department of Education, the initiative brings educational television and digital media resources to families and children ages 2-8, promoting early learning and school readiness through direct service programming, with an emphasis on supporting children and families from low-income, underserved communities with functional literacy and developing skills important in the workplace.

PBS Learning Media: A digital library of educational resources available at no cost to educators and used by more than 1.6 million teachers nationwide.

Great Lakes Now: Created nearly exclusively from its own monthly show and website stories, Great Lakes Now offers a collection of lesson plans aimed at grades 5-8. The 28 modules, aligned to science standards, and the GLN virtual field trips are freely available on Great Lakes Now and PBS Learning Media and a selection of them are being distributed through the Discovery Education platform.

Leadership & Public Affairs

One Detroit: Understanding Our Diverse Communities. Arts and Culture. Future of Work. These three content pillars encompass much of One Detroit's service to our community through face-to-face engagement and trusted storytelling. Committed to a mission of promoting regional unity, One Detroit tells the stories that commercial media cannot tell giving context to the complex and urgent issues that affect all of metro Detroit.

Our AAPI Board of Advisors' meetings continued in 2023/24. These meetings led to the continuation of our ongoing [AAPI Stories Series](#), which amplifies the voices of Southeast Michigan's AAPI community by inviting them to share their experiences about being Asian American in the Midwest. Once again One Detroit was able to continue our in-depth AAPI community coverage as [developments unfold in our historic Chinatown](#), produce more AAPI Stories for AAPI Heritage Month, and dove deeper into arts and cultural developments in

the AAPI community including a behind the scenes look at [theatre productions featuring AAPI characters and actors](#). One Detroit capped our coverage with AAPI food culture stories unique to Detroit.

One Detroit also continued its Future of Work initiative. Featured topics on One Detroit and our monthly virtual town halls include [stories about Artificial Intelligence](#), the [state of small business in Detroit](#) along with coverage of the Small Business Workshop.

One Detroit remains one of the few media outlets that cover the Detroit Arts and Culture scene in-depth. In addition to the AAPI coverage of local opera and theatre, One Detroit once again collaborated with 90.9 WRCJ on covering the Detroit Jazz Festival with a profile of 2024 Detroit Jazz Fellow, [legendary drummer Brian Blade](#). Food became a major cultural coverage area for One Detroit. Under our Truly Detroit initiative to celebrate all things Detroit, we covered a variety of unique foods of our region including [corned beef egg rolls](#), [history of Coney dogs](#), and Detroit-style pizza to name a few. <https://www.onedetroitpbs.org/detroit-growth/the-next-generation-of-detroit-style-pizza/>

American Black Journal: Celebrating its 56th year, ABJ is a weekly series of news, culture, and information from an African American perspective. ABJ continued its monthly convening of the Black Church in Detroit Advisory Group which began in February 2021. Each month ABJ dedicates an episode of our program to issues that this advisory group raises such as [the church's role in the Black liberation movement](#). ABJ also partnered with them to livestream Henry Louis Gates' in-person event and [produced localized segments on his latest documentary series, "Gospel"](#).

ABJ's partnership with BridgeDetroit continued to grow examining everything from the [case for reparations](#) to [food security](#). ABJ, BridgeDetroit along with One Detroit was awarded the Sojourner Truth Award from the Society of Professional Journalists for the segments produced on the 60th Anniversary of MLK Jr.'s Walk on Woodward.

ABJ also continued to localize other PBS national content that resonates with our Detroit audience, most recently with American Experience's The Riot Report. [ABJ host Stephen Henderson interviewed writer and producer Jelani Cobb](#) about the documentary and the Kerner Commission Report that it was based on.

Mackinac Policy Conference- The Mackinac Policy Conference took place at the Grand Hotel in May 2024 and Detroit PBS provided livestreaming of all sessions and hosted interviews at our anchor desk. One Detroit contributors Zoe Clark, Political Director for Michigan Radio, Stephen Henderson of American Black Journal, and Nolan Finley, Editorial Page Editor for The Detroit News, conducted interviews focusing on education, future of work, the statewide efforts to grow Michigan's population, creating a healthy Michigan, and more.

Energy & Environment

Great Lakes Now - GreatLakesNow.org continues to develop as a multimedia, regional hub of news and information about the Great Lakes and drinking water quality, accessibility, affordability, and equity, focusing on the impacts of these issues on communities.

- [The Great Lakes Now monthly program](#), which launched in April 2019, has been carried by 37 PBS channels in eight states and the Bay County, Michigan governmental channel, as well as more than 800 Canadian cable providers where Detroit or Buffalo are the PBS offering. All the episodes, segments, and previews – as well as some “web extra” videos – are freely available on YouTube and PBS Media.
 - In February of 2024, GLN formalized a content sharing partnership and editorial collaboration with Native News Online, a national online news publication based in Grand Rapids, MI, devoted to sharing Indigenous news stories and issues.

- In June 2024, GLN and Native News Online published their first collaborative piece of reporting by Neely Bardwell, which focused on the Indigenous cultural significance of whitefish. This piece aligned with a whitefish story that came out in the June 2024 GLN monthly broadcast.
- In October, 2022, Great Lakes Now launched “Ian Outside,” a monthly feature authored by Ian Solomon. Ian is a journalist, artist, outdoor enthusiast, and the founder of Amplify Outside, a nonprofit community organization dedicated to increasing access and representation by Black people in the outdoors, starting in the Great Lakes region. Ian also reports from the field about outdoor recreation for Great Lakes Now’s monthly TV program, and in 2024 an ice climbing segment featuring Ian won first place at the 46th annual Emmy awards.
- In December, 2022, Great Lakes Now launched “Nibi Chronicles,” a monthly feature, authored by Staci Lola Drouillard. A direct descendant of the Grand Portage Band of Ojibwe. “Nibi” means water in Ojibwe, and these features continues to explore the intersection of indigenous history and culture in the modern-day Great Lakes region. Articles are published regularly that provide a variety of perspectives, representing the diversity of the region.
- GLN Virtual Episode Premiere Parties draw in diverse audiences from around the Great Lakes and beyond. In addition to the monthly episode premiere parties on Facebook Live and YouTube, GLN partnered with PBS on nationally promoted multi-partner virtual climate town halls to bring deeper engagement on climate content. Between July 2023 and June 2024, GLN held 18 virtual engagement events which reached over 88,000 views.
- Great Lakes Now stepped up diversity of topical coverage in 2023/2024 through the PBS Climate Virtual Town Hall series, which included a variety of partner organizations from TED and NOVA to American Experience and NASA, and unique perspectives ranging from filmmakers and researchers to physicians and grassroots environmental organizers.
- In the summer of 2024, Great Lakes Now launched Great Lakes Now Presents: Rockhounding with Chris Cooper. This seasonal virtual series is aimed at engaging with a subgroup of GLN viewers: rock and mineral lovers all throughout the region. It was met with overwhelming enthusiasm by thousands of viewers throughout the season. In the fall of 2024, GLN launched a seasonal quarterly foraging virtual series to engage the basin-wide audience of foraging enthusiasts to learn from foraging expert Lisa M. Rose about wild foods of the region.
- The addition of “The Catch” segment in March 2022 means instead of a third feature, each program now contains a segment with three reporters talking about issues, communities, and events around the region. This has allowed for increased racial, geographic and topic diversity in on-camera people and coverage.
- In September of 2023, Great Lakes Now launched “Waves of Change,” a monthly digital-first interview series highlighting BIPOC environmental justice organizers throughout the Great Lakes region. Full-length interviews are featured on greatlakesnow.org, and excerpts appeared in new episodes of the Great Lakes Now monthly TV program Sept 2023-May 2024.
- Also in September of 2023, Anna Sysling took over as host of the Great Lakes Now monthly TV series. Anna comes from a background in public media where she focused on environmental and social justice in addition to history, policy and equity. That same month, Anna also became Great Lakes Now’s Manager of Engagement and Partnerships. Her mission in that role includes creating more coverage and integration opportunities for historically marginalized perspectives into GLN initiative

- A number of playlists on the Great Lakes Now YouTube channel allow audiences to find and watch DEI-focused content including “[Indigenous Voices on Great Lakes Now](#)” and specific cities.
- Great Lakes Now records and monitors people who appear in on-camera speaking roles, ensuring representation of demographic and occupational diversity.
- Great Lakes Now has formed media partnerships and presence with a variety of in-person events. In 2023/2024, GLN staff attended the Society of Environmental Journalists Conference, the Collaborative Journalism Summit, Fresh Coast Film Festival, the Great Lakes Stewardship Initiative’s Place-Based Education Conference and the Michigan Science Teachers Association Annual Conference.
- The [Great Lakes Now website](#) continues to cover a wide range of issues. Publishing stories from all eight states and the two Canadian provinces that are part of the Great Lakes watershed, the website provides original news and feature stories as well as timely articles from the Associated Press wire service and other media partnerships. The site team continues to adopt “best practices” in its presentation of content and increase accessibility through site architecture.
- Great Lakes Now’s interns have come from a number of Michigan universities and represent a variety of racial/ethnic groups, university majors and backgrounds. They can be found on the [About Page](#).
- Great Lakes Now’s live-streamed watch parties—available for free on Facebook and YouTube—offer audiences the opportunity to interact with guests and learn about a wide array of subjects and issues impacting various communities. Over 100 organizations have partnered with Great Lakes Now by either providing a guest and/or co-hosting the watch party on their Facebook pages. Partners represented a dozen states and three Canadian provinces, with one guest linking in from Australia.
- Before Covid-19 pandemic restrictions, the Great Lakes Now team members engaged with audiences at dozens of conferences, film festivals, stakeholder meetings, classes, and other events. As audience and community engagement moved online, the GLN did as well, fostering new partnerships with organizations for similar virtual meetings and experiences where content and expertise was shared. Now, Great Lakes Now is pursuing a hybrid approach, by continuing online events and restarting in-person engagement.

Governance

Detroit Public Media’s written diversity policy outlines our goals and expectations to make diversity a core and abiding strength of the organization.

A key goal at Detroit Public Media is to celebrate diversity of Southeast Michigan, which is possible only with a strong, multicultural Board of Trustees providing leadership and governance for the organization.

Detroit Public Media’s Board of Trustees currently has **34** members. DPM will continue to explore new opportunities for achieving and promoting diversity within the Board.

The board is now comprised of **35%** females and **65%** males. Of all members who chose to self-identify their ethnicity, the Board is **3%** Hispanic Latino, **3%** 2 or more races, **6%** Middle Eastern/North African, **35%** African American, **3%** Asian American, and **50%** White American. Our intent is to make the Board more diverse taking into consideration a number of factors, of which race and ethnicity, are just two.

DPM’s volunteer Community Advisory Panel is comprised of 15 individuals, **67%** are female and **33%** are male. Of all members who chose to self –identify, **47%** are African American, **40%** are White American and **13%** are Asian.

Workforce

Employee Development

DPM partnered with the Michigan Diversity Council to provide information and training on various topics.

Recruitment

DPM continues to offer various Internship Programs to the community, which is described with information and application details on our website, www.DETROIT PBS.org. Internships require a minimum of 20 hours per week for 12 - 16 weeks. The Internship Programs afford candidates realistic professional experiences in all phases of DPM activities. During the reporting period, 5 students completed internships in the areas of Production, Social Media and Communications. Participants in the internship program were **60%** white American, **20%** African American, and **20%** 2 or more races, with **100%** being female.

Detroit Public Media maximized its recruiting efforts by adhering to the FCC EEO guidelines by widely disseminating information as it pertains to vacant positions and interviewing qualified candidates from a variety of different backgrounds. Fourteen (14) positions were filled during the reporting period and distributed as follows: **43%** Caucasian Female; **43%** Caucasian Male; **7%** African American Female; and **7%** African American Male.

Detroit Public Media recognizes the need to always reflect our local community in our governance, staffing, community engagement and programming. Further, we value the trust placed in us by our audience, supporters, and community partners.